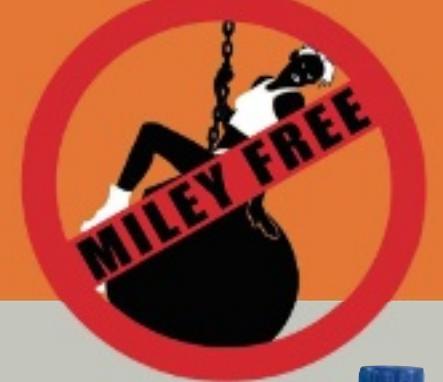




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this treatment to not only extend
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improve your quality of life.** Niya Chari

Cancer treatment deemed 'inequitable'

WOMEN'S HEALTH

**Waiting times
for medication
varies by province,
report reveals**

 **Lucy
Scholey**
Metro | Ottawa

After learning the devastating news of a metastatic breast cancer diagnosis, it can take many precious months for a woman to access a new drug treatment.

But the cancer's severity or aggressiveness does not determine how soon she gets the treatment at an affordable price — it's the province where she lives.

Waiting times for metastasized breast cancer drugs are "inequitable" from province to province, according to a new report released on Tuesday.

And now the Canadian Breast Cancer Network (CBCN) — a national umbrella of breast cancer

organizations and survivors that published the report — is calling for a fast-tracked drug access plan, more transparency from the pan-Canadian Pharmaceutical Alliance and for provinces to stick to a drug-listing deadline.

When Health Canada approves a cancer drug, the pan-Canadian Oncology Drug Review helps provinces — except Quebec, which is not a member — decide whether or not to publicly fund the drug.

Once a price is negotiated, each province decides when to list the drug, but they are not bound by any deadlines. While Ontario might quickly list a new treatment, for example, Nova Scotia may take longer.

Depending on the drug and the province, patients may be left waiting for up to two years. The CBCN report states that lag times are worse in Quebec and the Atlantic

provinces.

Given the advancement of the cancer — if it metastasizes, that means it has spread to other parts of the body — a patient already undergoing treatment may be anxiously awaiting the latest drug to slow progression.

"It's devastating because you want this treatment to not only extend your life, potentially, but also to improve your quality of life," said Niya Chari, government relations and policy manager with CBCN.

The CBCN is urging slower provinces to commit to clear deadlines on when to list drugs. It's also asking the pan-Canadian Pharmaceutical Alliance for a more transparent process when it comes to making decisions on drug access. That will keep the latest treatments from falling into a "black hole" in Canada, said Chari.

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5

THINGS ON THE CITY'S BUDGET WISH LIST

As the city prepares to table its 2016 budget this November, advocates are drafting a list of the goodies they'd like to see for cycling, walking and transit. Mayor Jim Watson has made it clear tax increases won't surpass two per cent — and 2.5 per cent for transit — and both the city in general and OC Transpo are facing multiple millions in budget pressures. But that's not stopping interest groups from pushing for greater attention and funding, which they say is necessary for long-term economic and environmental sustainability. **EMMA JACKSON/METRO** **IMAGES** METRO FILE (BUS) AND GETTY IMAGES (OTHERS)



1 Shift gears to bike funding

The city will invest \$70 million over 15 years in the Ottawa Cycling Plan — but, as Ecology Ottawa director Graham Saul pointed out, that's less than the \$85 million it will spend just to widen the Airport Parkway. "These are 15-year plans and the amount of money they're actually planning on spending on them is totally inadequate," said Saul. He argued that widening and adding roads just attracts more drivers, and in the case of the parkway could actually undermine the viability of the extended O-Train after 2018.

2 Fairer user fees

Trevor Haché of the Healthy Transportation Coalition wants the city to charge drivers to use its infrastructure. He said property taxes don't cover the cost of repairing, maintaining, widening and rebuilding roads — not by a long shot — and things like an increased gas tax, congestion charges or tolls could help offset those costs while reducing gridlock. He said a study could be done with existing money — he just wants it in the work plan.



3 Frozen fares until 2018

Come budget time, Coun. Tobi Nussbaum will make some noise about OC Transpo's plans to raise fares between now and 2018, when light rail opens. Until then riders will deal with delays, detours and disruptions — enough to turn someone off even at current rates. "As you're making the service worse for people, you don't ask them to pay more," Nussbaum said. "Our goal ... should be to treat riders well to encourage them to stay with the system during this difficult period." He said it's not unreasonable to ask taxpayers to pick up the difference until then.

BUDGET CONSULTATIONS ONGOING: WATSON

Mayor Jim Watson has said the city has committed to funding "significant pedestrian, cycling and transit improvements that will make it easier for people to travel ... regardless of the mode of transportation they chose." Those projects include stage 2 LRT, the Bayshore-Moodie West transitway extension, the Somerset-Donald Pedestrian Bridge and the O'Connor bikeway.



4 Match money to modes

Citizens for Safe Cycling estimates about four per cent of Ottawa's commuters get around by bike. As such, the city should be putting four per cent of its transportation budget toward cycling infrastructure, said president Gareth Davies. "We should at least be equal to that if not over and above, if we want to grow," he said. "The share of the budget is not even close to that." According to the group's 2015 annual report, \$110 million is earmarked for cycling infrastructure from now until 2031. The city's transportation budget for 2015 alone was \$258 million.



5 Better winter clearance

Most pathways and bike lanes are hidden under snow all winter. The Healthy Transportation Coalition's Trevor Haché and Rideau-Rockcliffe Coun. Tobi Nussbaum both said they want better treatment of these facilities so people can walk and bike year-round. "Paths leading to and from transit stations and schools would be high priority," Haché said. "We're asking that more of the pathways are cleared to a higher level of quality."



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Bumpn jumps on Apple's 3D Touch

TECHNOLOGY

Ottawa startup becomes a pioneer in new iPhone feature

Haley Ritchie
Metro | Ottawa

Have you ever seen a selfie so good that one "like" felt like it just wasn't enough? Ottawa-based startup Bumpn has you covered.

The local social media app re-launched this month using the iPhone 6's latest feature, called 3D Touch, that responds to how hard or light you press on the screen.

Bumpn is one of the first apps to use the new feature, and right now it lets you express your love for a photo by giving one to 100 "hearts" based on how long you hold down on a photo. With 3D Touch you can do the same thing by pressing down harder on the screen.

"We saw it as an opportunity, because we already have this heart feature that people love," said Moe Abbas, one of the company's three co-founders.

"It's a really cool experience, and we're taking advantage of the latest technological advancements. Even now we're one of the only apps that use the 3D touch," he said.

The photo-sharing app is aimed at 18- to 25-year-olds, and a quick scroll through shows most users are using it, unsurprisingly, for selfies (and their pets). Users can search for photos in their city or in their school.

The company has been



Moe Abbas, co-founder of Ottawa start-up Bumpn, shows off the latest version of his social media app which uses the iPhone 6's new 3D Touch technology. HALEY RITCHIE/METRO

around since March 2014, but the app has seen a number of changes since then.

Originally Bumpn was much like photo-sharing apps Instagram or Snapchat, but focused around location and specific events instead of hashtags and users.

Abbas said the app is now less event focused, but still sets itself apart with unique filters and the one to 100 approval feature.

Photos created in the app can also be shared to Instagram and Facebook. The app is available on Android and Apple's iOS.

While Bumpn is currently building up its user base — sitting at around 5,000 downloads — the company isn't wasting any time thinking about the



We don't need to be Instagram, we don't need to be Snapchat, we need to be Bumpn.

Moe Abbas

future.

"We're really interested in virtual reality. We're looking to be one of the first developers in virtual reality," said Abbas.

"We don't need to be Instagram, we don't need to be Snapchat, we need to be Bumpn," said Abbas. "We need to do one thing really well, which is allow them to create beautiful selfies and share them with their friends and communities."

Buying local is all the rage, but with Bumpn you can like local. Abbas said building the start-up community in Ottawa is part of his bigger, long-term goal.

"The future is technology, but we have youth going to other cities because they can't find funding, talent or the opportunity," he said.

"We want to focus on building that ecosystem in Ottawa, in cool spaces like social media.

VIRTUAL REALITY

Ottawa-made game gets rave reviews

Bryson Masse
For Metro | Ottawa

Alone in a dark room, a single light swings above as you survey an incomprehensible box adorned with coloured buttons and wires. It's a bomb, and it's up to you to stop it from going off. You can't see them, but someone is trying to explain how you will make that happen. The clock is ticking and it feels like you're actually in the room with the bomb, as you are playing the freshly launched Keep Talking and Nobody Explodes, a virtual reality game from Ottawa grown developers Steel Crate Games.

The independent game was released for the PC on Oct. 8. Already, it has managed to receive very positive ratings from reviewers at Engadget and Ars Technica.

"It feels great," said Allen Pestaluky, one of the three main designers of the puzzle game, when asked about the release. "I mean we've been working on this game and demoing at expos for the last year and a half."

The goal of the game is to either coach or be coached through the steps of diffusing a unique, procedurally generated bomb. That means the puzzles are different every time. One

player uses the virtual reality headset to see the bomb and its puzzles. Other players use a paper manual and without being able to see the ticking explosive, explain how to stop it from going off. The challenge comes from the fact that the person tasked with stopping the explosion can't see the instructions and the people with the manual can't see the bomb.

"They need to talk back and forth and communicate to try and figure out how to diffuse this bomb and instruct the bomb diffuser on diffusing it," said Pestaluky.

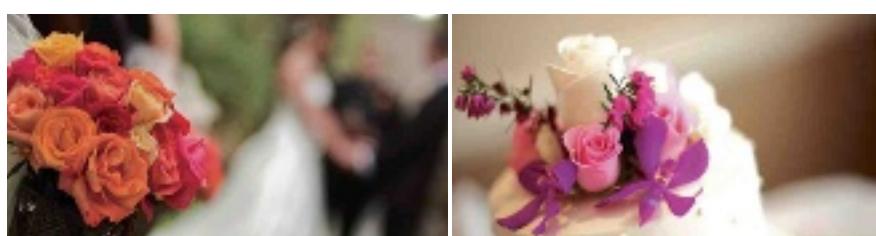
Pestaluky has teamed up with Ben Kane and Brian Fetter, all Ottawa grown developers who have created Steel Crate Games.

They felt the medium of virtual reality was a perfect opportunity to create a cooperative game where everyone didn't have the same information. Unexpectedly, they've now seen people embracing the game over Skype, and other voice chat systems as the game does not need a virtual reality headset to play.

Pestaluky credits the tight-knit programming scene in Ottawa in fostering their creation. "The Ottawa development scene is definitely super small, but it's also super tight. Everybody knows each other, and we're all very willing to support each other," Pestaluky said.



An example of one of the many kinds of bomb puzzles you can solve in Keep Talking and Nobody Explodes. CONTRIBUTED



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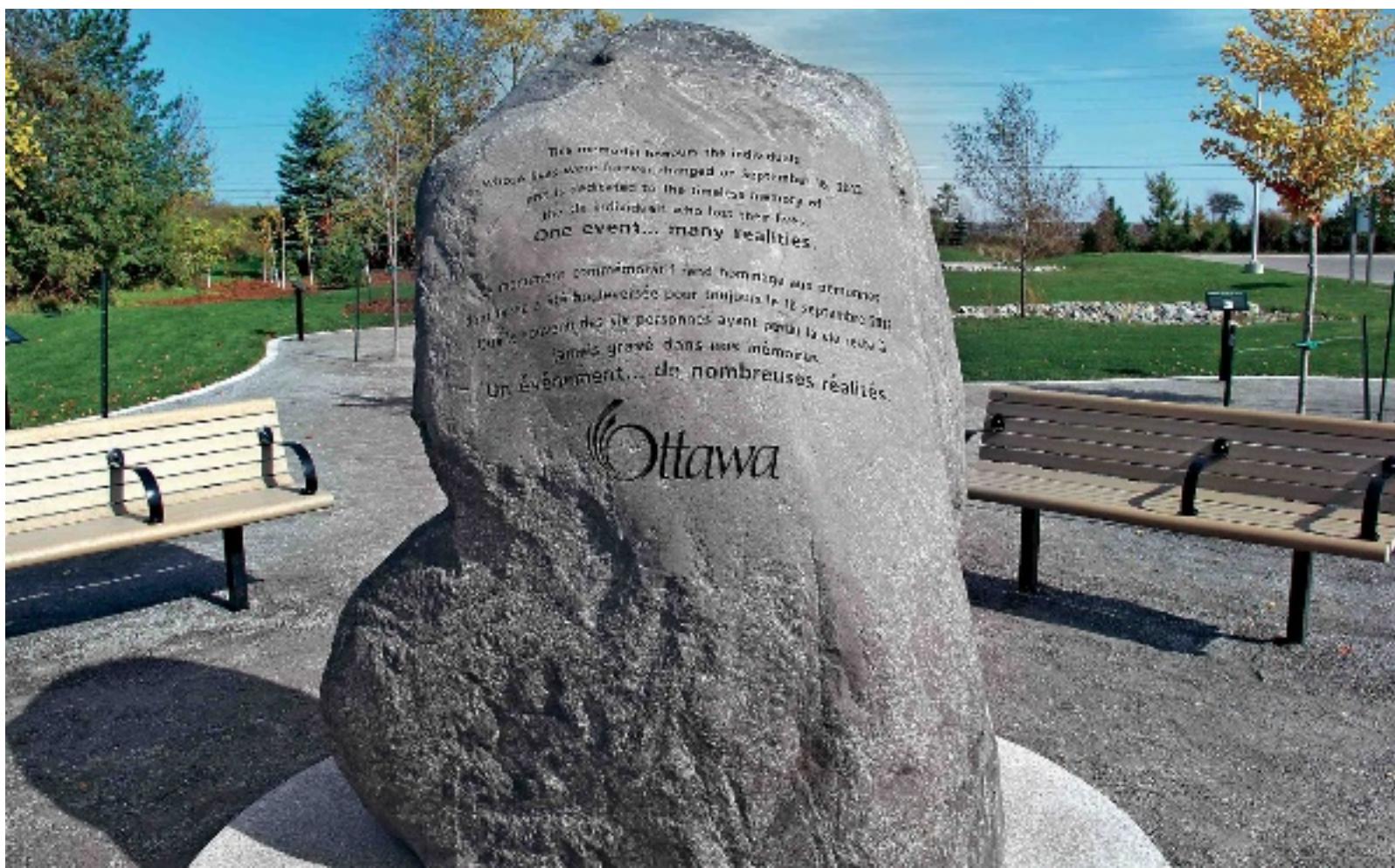
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The memorial for the victims of the Sept. 18, 2013, OC Transpo-Via Rail crash. JOE LOFARO/METRO

MEMORIAL

Bus crash victims honoured



Haley Ritchie
Metro | Ottawa

A memorial to the victims of the 2013 train-bus collision opened to the public Friday.

The memorial park, located at the corner of the Fallowfield Park and Ride, was made to remember both those who died and those "whose lives were forever changed" by the Sept. 18 tragedy.

The tree park includes six unique sections, dedicated to each of the six people who died in the crash.

Kyle Nash, Michael Bleakney, Connor Boyd, Karen Krzyzewski, Rob More and bus driver Dave Woodard each have a green plaque. Five of the plaques include descriptions of the victims and how the families want them to be remembered.

A shaded area in the centre has a monument, surrounded by benches and inscribed with a tribute to the victims, passengers, witnesses, and first responders.

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OTTAWA WEST—NEPEAN

Former officer seeks to serve and protect riding as an MP



Jessica Murphy
For Metro | Ottawa

Linda Morrow's husband was surprised when Abdul Abdi showed up at the door to ask for his vote.

The couple recognized the Conservative candidate for Ottawa West—Nepean from a very different context: an ongoing dispute between a local resident, who had started renting rooms to students, and his neighbours, who had grown frustrated with the noise.

People had gotten so aggravated that a community meeting was held so they could air their grievances and find a solution.

Abdi—who took unpaid leave from the police service to run as a candidate—was there to help mediate.

"If you were in these meetings, people were getting really riled up, yelling and screaming," Morrow said. "It was something I'd never experienced before."

Abdi managed to cool the crowd and gave out his number to frustrated residents.

"The calming force was that



Abdul Abdi CONTRIBUTED

he was making himself available all the time—and hey, you want that in a politician, don't you?" Morrow said.

Another Ottawa resident recalled meeting Abdi when her daughter, then 14, was arrested for shoplifting. Abdi was about to release her to the mother, who asked her name be withheld because she wanted to protect her now grown up daughter.

"I asked him to scare the hell out of her, and he did," she said. Abdi reportedly cuffed the girl, put her in the patrol car and then—faking frustration—told her her boss was insisting she be released to her mother.

"He was very gentle; I was ready to kill her," said the woman. "The way I see it is, he helped me parent. I have no idea if he'd be a good MP but I thought he was a really good cop."

Abdi is in a difficult race against Liberal candidate Anita Vandenberg, an international human-rights expert with an impressive résumé that includes a stint as a senior adviser to the United Nations. NDP candidate Marlene Rivier is also running in the riding for a fifth time.

A recent Mainstreet Research poll indicates Vandenberg has a strong lead. Abdi's campaign team is banking on his law-enforcement experience to sway voters, promoting his experience as a "local police officer" on his campaign signs.

Abdi said walking the riding as a candidate and patrolling it as an officer are very different experiences.

"You put on a completely different hat," he said. "So many times I've been at doors helping people. Now I'm the one who's asking for their help and in the toughest competition I've ever been in."



The Liberals' Justin Trudeau speaks to a large crowd Monday packed inside the campaign headquarters of Chandra Arya in Nepean. JOE LOFARO/METRO

Candidate gets Trudeau bump

ELECTION 2015

Leader delivers middle-class manifesto in Barrhaven visit



(Chandra Arya) is an incredibly strong part of a great Liberal team ... that is going to make real change happen.

Justin Trudeau

campaign headquarters for Chandra Arya, the Liberal candidate in the hotly contested riding of Nepean.

The new riding will be one to watch, as Tory incumbent Pierre Poilievre's name will not be on the ballot for the first time in more than a decade. He's running in nearby Carleton, leaving Nepean up for grabs.

The Liberals and Conservatives are neck-and-neck in the riding, according to a poll conducted for Postmedia released last week.

That wasn't the case for the hundreds of people who lined the sidewalk to get inside the

executive, banker and engineer—a leg up in the close race.

"He's an incredibly strong part of a great Liberal team right across Ottawa, right across the country that is going to make real change happen," Trudeau said.

His speech was aimed at the middle-class voter, promising to introduce a tax cut for the middle class and a child benefit if elected on Oct. 19.

"Unlike Stephen Harper's tax credits, you won't have to wait to get your money. You will see more money on your paycheque right away," said Trudeau.

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Conservative Leader Stephen Harper attends a campaign event at a farm in Waterloo. JONATHAN HAYWARD/THE CANADIAN PRESS

Harper's math is off

MIDDLE CLASS

PM slams Liberals on tax hikes that don't add up

Conservative Leader Stephen Harper played game show host Monday to demonstrate the thousands of dollars Conservatives claim would be taken from the average family's pocket if Liberal Leader Justin Trudeau were to win power on Oct. 19.

To the constant "ka-ching, ka-ching" chirp of a cash register, Nicole Ropp, a married mother of three, piled up \$20 bills as Harper rhymed off a list of a purported tax increases Canadians can expect from a Liberal government. For the Ropp family, it all added up to about \$8,000, according to Harper.

However, Harper's list included a number of alleged tax hikes that aren't on the Liberal agenda and omitted a number of other measures aimed at giving middle class families more, not less, money.

What Harper said: A Liberal government would limit contributions to Tax-Free Savings Accounts.

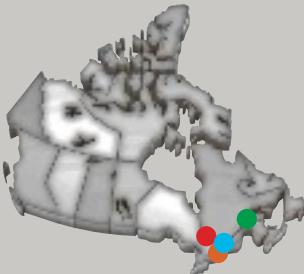
What Liberals are promising: This is correct. Liberals would cap the annual amount Canadians can sock away in TFSAs at \$5,500, rolling back the Harper government's recent increase to \$10,000. Liberals maintain increasing the cap would benefit primarily the wealthy.

What Harper said: Liberals would "cancel child care cheques for some families ... That's nearly \$2,000 per year per child under the age of six and over \$700 for children between 6 and 17 — gone." For the Ropp family, he said that would amount to a loss of \$3,360 per year.

What Liberals are promising: Harper didn't mention that the Liberals are proposing to replace the Conservatives' existing universal child care benefit with a new monthly, tax-free child benefit. Liberals maintain their benefit would give more money to 90 per cent of Canadian families than they currently receive.

THE CANADIAN PRESS

WHERE THE LEADERS ARE TUESDAY



- **Stephen Harper** will be in Toronto and London.

- **Justin Trudeau** will be in Toronto, Kitchener and Mannheim.

- **Tom Mulcair** will be in Oshawa, Toronto and Brampton.

- **Elizabeth May** will be in Nanaimo.

NEW DEMOCRATS

Mulcair dismisses polls, wants BC seats

The Oct. 19 vote is still a three-way race no matter what polls suggest, NDP Leader Tom Mulcair insisted Monday.

At the opening of a two-province blitz of campaign offices on Thanksgiving Day, Mulcair turned a blind eye to many published opinion polls over the past couple of weeks that suggest his party is on a downward slide.

Mulcair deflected several questions Monday about the

apparent decline of NDP support, insisting he doesn't pay any attention to polls.

And he continued to declare that the NDP is in a better position to defeat Stephen Harper's Conservatives than the Liberals, who are running first or a close second in the polls.

"The NDP only needs 35 more seats to defeat Stephen Harper, the Liberals need at least 100 more to do that," Mulcair said following an event at an

NDP campaign office in Maple Ridge, B.C.

There is a sense of frustration among party strategists that their message — the NDP is the shortest path to defeating the Conservatives — is not getting through, particularly with the national media.

The argument makes the broad assumption that the NDP will hold the historic number of seats it won in 2011 — an assumption in which party strat-

egists continue to profess confidence despite the recent slide in the polls and a softening of support in the NDP's Quebec base.

Mulcair was to be in both British Columbia and Saskatchewan on Monday, provinces where his party hopes to make gains.

The NDP sees B.C. as an important battleground, where they have tried to frame the election as a fight between New Democrats and the Conservatives. THE CANADIAN PRESS

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Using phrase 'women's issues' needs to stop



ROSEMARY WESTWOOD
Metro

If there's one thing every woman can agree on, it's a distaste for the term "women's issues."

The phrase has all the modernity of a knitted doily.

But it has been used over and over again in this election, by politicians, by activists and by ordinary women heading to the polls.

One of the most surprising things about talking to young voters these past few weeks is how often I heard that phrase. From a university student in Alberta, from a small-business owner in

Ottawa, from women who I expected would emphasize other things, job prospects in the case of former, or tax policy in the later. Instead, almost every woman in my small sample size told me "women's issues" was top of their voting list.

Then, most of them told me how much they hate this term. Regardless of their political affiliations, their reasons are the same: Why segregate things important to half of Canadians into some kind of niche market? Why mischaracterize family issues, like child care, as belonging somehow only to women?

The answer has to be: we're stuck.

We're stuck somewhere in between the old sexist construction of society, and some new place of equality. One very articulate and persuasive young woman told me structural sexism in Canada has all but disappeared, but I can't agree. "Women's issues" is an ill-named talking point in this election precisely because, though it feels sometimes that we live in an equal society, statistically, we do not.

Of course, those who would argue that we don't need to advocate for women have a point: things are different these days. And if I only looked at my own life, which has been blessed in

a multitude of ways, I would probably agree that women and men are treated equally. (I found out otherwise only after telling one feminist professor in university that "feminism is dead")

Many things keep me hopeful. A women-only surfing competition in Tofino. Feminist-themed ads for Ronda Rousey's next UFC fight. Take also this conversation among pre-teens gushing about their future, as overheard by a friend.

"I'm going to do good in high school, and go to the University of Guelph, and then work in a lab so I can pay for my dorm!"

"I'm going to have a house

with TWO cars!"

"I'm going to go to college and have four dogs!"

"I'm going to live in MIAMI!"

Still, like other women I've talked to ahead of this election, I would vote on a "women's issues" ticket if I could. But no party is offering it. Some have nodded in its direction while forming their main message around your money (Liberals and NDP), some have ignored it all together (Conservatives). Elizabeth May is (unsurprisingly) by far the most impassioned, articulate and committed to addressing inequality, but she runs a party created to respond

to environmental issues, and she will not be our next prime minister.

Even the laudable Up For Debate effort, which saw every leader but Harper interviewed on women's issues, will hardly change the election outcome.

For it to do that, we'd have to stop using the phrase "women's issues" altogether. We'd have to see gender inequality as a generally Canadian problem.

The usefulness of such an antiquated phrase proves that we need to work harder to make it obsolete. If we don't find a new way of talking about it, the next election will be no different.

QUICK GUIDE: WOMEN'S ISSUES

Here's a breakdown of campaign promises and legislative measures from the **NDP**, **Liberals** and **Conservatives**.

CHILD CARE

- NDP would:
 - Honour expanded Universal Child Care Benefit.
 - Create \$15-a-day national child care program.
 - Create a million child-care spaces over eight years.

ECONOMIC EQUALITY

- NDP would:
 - Introduce a 50% female quota for boards of federal organizations.
 - 2011 bill eventually resulted in removal of tax on feminine hygiene products.

VIOLENCE AGAINST WOMEN

- NDP would:
 - Invest \$40 million over four years to restore cuts to women's shelters.
 - Called a national inquiry into murdered and missing aboriginal women.

Liberals would:

- Introduce a tax-free monthly Canada Child Benefit for families with children and annual income below \$150,000.

Liberals:

- No legislation or campaign promises

Liberals:

- Called a national inquiry into murdered and missing aboriginal women.

Conservatives would:

- Increase Universal Child Care Benefit to \$160; add new monthly benefit of \$60 for children age six to 17.
- Introduce "income splitting" for couples.

Conservatives:

- No legislation or campaign promises

Conservatives:

- Pledged to combat crimes against women via strict enforcement and stiff prison sentences.

CAMPAIGN MOMENT



A little selfie-indulgence

NDP Leader Tom Mulcair gets in on a group selfie in Maple Ridge, B.C.

PAUL CHIASSON/THE CANADIAN PRESS; RYAN REMIORZ/THE CANADIAN PRESS

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Turkana people wait in a line to receive food from Oxfam in Kenya in August 2011 TOBIN JONES/THE ASSOCIATED PRESS

Famines vanishing, report says

HUNGER

Aid restrictions must be lifted for decline to continue

Calamitous famines appear to have vanished from the planet, but more must be done to eradicate all such scourges, including redrafting U.S. terror laws inhibiting life-saving humanitarian work, says a new report published Monday.

The study, part of the 2015 Global Hunger Index, says it's one of the "unheralded achievements" of the past 50 years: the elimination of famines that cause more than 1 million deaths.

"The trends are striking," said author Alex de Waal, executive director of World Peace Foundation at Tufts University.

Until the middle of the 20th century, millions died of famine every decade — from 27 million in 1900-09 and more than 15 million in the 1920s, 1940s, 1950s and 1960s to a low of 1.4 million in the 1990s. So far this century, the death toll is near

600K

The famine death toll over the last century. The eradication of famines causing more than 1 million deaths is the one of the "unheralded achievements of the past 50 years."

"It is not helpful to the cause of countering extremism if the U.S. is saying don't help while children are starving to death," de Waal said.

The last calamitous famine was in Ethiopia in 1983-85 and though Africa is sometimes stigmatized as the poster child of such scourges, de Waal said the continent has suffered the fewest great famines, and only two calamitous famines in the past century, the other being the Nigerian famine in 1967-70. THE ASSOCIATED PRESS

HEALTH

Dissolving heart stent passes first test

A new type of heart stent that works like dissolving stitches, slowly going away after it has done its job, passed its first major test in a large study, doctors said Monday.

Abbott Vascular's dissolving Absorb stent performed as well as a conventional stent in the one-year study, but the fact it did not prove superior led some experts to be wary.

Still, the results on this and other novel stents currently

in testing are fueling hope for a new generation of these devices, used on about 850,000 heart disease patients each year in the United States alone.

Stents are tiny mesh cages that keep blood vessels from re-clogging after an artery-opening angioplasty procedure. The ones available in the U.S. are permanent implants made of metal, while the Absorb stent, already sold in Europe, is made of a degradable material that's

designed to stay intact, release medicine for a year, then break down over the next two years.

"It holds the artery open long enough for the artery to heal," then completely goes away, said study leader Dr. Dean Kereiakes of Christ Heart and Vascular Center in Cincinnati. "It can return the artery to its normal, natural structure and function."

In the study, those with the dissolving stent did not prove better than those given a con-

ventional Abbott stent.

The idea of a dissolving stent is attractive, but "promise alone is not enough to make us unconditionally embrace this technology," wrote Technical University of Munich's Dr. Robert A. Byrne, a paid speaker for some rival stent makers.

A longer study underway now "will go a long way toward determining whether this promise will become a reality," he said. THE ASSOCIATED PRESS

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Hundreds march in Turkey to condemn bomb attack

ISTANBUL

Nearly 100 protesters killed at rally on Saturday

Hundreds of people marched through Istanbul and the Turkish capital of Ankara on Monday to condemn the slaughter by suicide bombers at a weekend peace rally, with many venting their anger at the Turkish government itself.

Some demonstrators chanted: "The killer state will be held to account!"

Prime Minister Ahmet Davutoglu, however, rejected accusations by opponents that the government was to blame for the nearly simultaneous attacks Saturday, calling them "dangerous" and "dastardly."

He also denied that they were a result of Turkey's involvement in war in Syria and that the government was



Protesters in Istanbul stand by a barricade they set on fire during clashes with security forces Monday, following a protest against Saturday's Ankara attacks. CAGDAS ERDOGAN/THE ASSOCIATED PRESS

dragging the country into the Middle Eastern quagmire. The government believes two male suicide bombers killed at least

97 people and wounded hundreds at a rally Saturday in Ankara by opposition supporters and Kurdish activists.

"These attacks won't turn Turkey into a Syria," Davutoglu said.

Government opponents

have also accused President Recep Tayyip Erdogan of fomenting violence and ethnic tensions to gain votes for the ruling party in Turkey's Nov. 1 election — an accusation that the Turkish leader rejects.

In the last election in June, a Kurdish party gained support from voters, taking away the ruling party's majority in Parliament — and Erdogan wants that majority back.

Turkish investigators were close to identifying one of the two suicide bombers, the prime minister said Monday, adding that the Islamic State of Iraq and the Levant was the "No. 1 priority" of its investigation.

The rally Saturday was organized by Turkish and Kurdish activists to call for increased democracy and an end to the renewed fighting between Turkey's security forces and Kurdish rebels that has killed hundreds of soldiers, rebels and citizens since July.

THE ASSOCIATED PRESS

IN BRIEF

Trio arrested in Oregon sent back to California

Three transients accused of robbing and killing a Canadian backpacker and a yoga instructor with a stolen gun days apart have been sent back to California from Oregon, where they were arrested. Authorities say Sean Michael Angold, Morrison Haze Lamplrey and Lila Scott Alligood killed a 23-year-old backpacker in San Francisco's Golden Gate Park on Oct. 3 and then shot to death a 67-year-old tantra yoga teacher, whose body was on a trail north of the city.

Mob kills village mayor

A mob killed a village mayor in western Guatemala in reprisal for an attack on a political rival that resulted in the death of two teenage girls, authorities said Monday.

Prosecutors' office spokeswoman Julia Barrera confirmed the death of 43-year-old Mayor Bacilio Juracan of Concepcion, a town about 180 kilometres west of Guatemala City.

THE ASSOCIATED PRESS

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ISRAEL

Arab leaders incited violence: PM

Palestinians carried out three stabbings Monday in Jerusalem, leaving a teenage Israeli boy in critical condition, and Prime Minister Benjamin Netanyahu angrily accused the country's Arab leaders of helping incite weeks of violence. Two of the attackers, both teenage boys, were killed.

In a fiery speech at parliament, Netanyahu accused Arab parties of "undermining" the country. He called on Israel's Arab citizens to "kick out the extremists among you."

Netanyahu spoke on an-

other bloody day, the latest in a monthlong wave of Israeli-Palestinian violence.

In a new setback for efforts to restore calm, the Quartet of Mideast mediators — the U.S., the UN, the European Union and Russia — postponed a trip to the region.

Edgar Vasquez, a spokesman for the State Department's Bureau of Near East Affairs, said it was at the request of the Israeli government due to the circumstances.

Israeli police reported three separate stabbings across the

city, including an assault by two attackers in the east Jerusalem area of Pisgat Zeev. Police said the pair seriously wounded a 20-year-old man before attacking a teenage boy on a bicycle.

The boy was critically wounded before police shot and killed one of the attackers, while the second was run over by a car. Abdel Nasser Manasra, a relative of Ahmed, 13, and Hassan, 15, said both were cousins. He did not know which had been killed.

THE ASSOCIATED PRESS

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Promises affect finances

 ELECTION 2015

Tax breaks, child care part of pledges on campaign trail

The three major parties have made promises that will affect Canadians' personal finances.

The Conservatives have focused on highly targeted tax breaks to select groups, especially homeowners and seniors, while the Liberals promise sweeping tax breaks for the middle class. The New Democratic Party wants to boost the minimum wage and provide more affordable daycare.

Here's some of the promises:

Home ownership:

Conservatives: say they will increase the amount that first-time home buyers can withdraw from RRSPs from \$25,000 to \$35,000 and introduce a permanent home-renovation tax credit for up to 15 per cent of renovations.

Liberals: want to remove GST on new capital investments in



All federal parties are wooing the electorate with vows that their policies will help keep more disposable income in Canadians' pockets. THE CANADIAN PRESS FILE

affordable rental housing and expand the Home Buyers' Plan to allow Canadians hit by sudden life changes to use RRSP funds to buy a house without a tax penalty.

NDP: aim to build 10,000 affordable housing units.

Personal taxes:

Conservatives: say they'd maintain tax brackets.

Liberals: say they'd cut the tax rate to 20.5 per cent, from 22 per cent, for incomes between \$44,700 and \$89,401. Would introduce a new tax

bracket of 33 per cent for those earning more than \$200,000.

NDP: pledge not to raise personal income taxes.

Tax Free Savings Accounts:

Conservatives: would keep the \$10,000 increased annual

contribution limit announced in the 2015 federal budget.

Liberals: would roll back the TFSA limit to its pre-budget level of \$5,500 a year.

NDP: would roll back the TFSA limit to \$5,500 a year.

Child care:

Conservatives: raised the amount for a child under six to \$160 a month and introduced \$60 a month for children between six and 17 years.

Liberals: promise to combine social assistance into a monthly cheque for all families with children with incomes below \$150,000.

NDP: say they would introduce \$15-a-day national child-care program.

Minimum wage:

Conservatives: voted against an NDP motion in 2014 to raise the federal minimum wage to \$15.

Liberals: voted in favour of an NDP motion in 2014 to raise the federal minimum wage.

NDP: would reinstate the federal minimum wage and raise it to \$15 an hour.

TORSTAR NEWS SERVICE

IN BRIEF

Dell paying \$67 billion for data-storage firm EMC

Dell is buying data-storage company EMC in a deal valued at approximately \$67 billion US.

Shareholders of EMC Corp. will receive about \$33.15 US per share. Michael Dell will serve as chairman and CEO of the combined business. Dell Inc.'s headquarters will stay in Round Rock, Texas.

Five arrested in Air France union violence

French prosecutors say five people have been arrested in connection with an Air France union meeting brawl that left two executives shirtless.

During a meeting a week ago about fiercely contested job cuts at the money-losing airline, union activists assaulted the managers, including the airline's head of human resources, ripping off their shirts and prompting them to flee over a fence. The allegations of aggravated assault carry a maximum five years in prison.

THE ASSOCIATED PRESS

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metr**VIEWS**

A new experiment adds to the evidence that some anti-oxidants have cancer-promoting properties — showing again how hard it is to detoxify an entrenched idea from the public's mind.

the big number

44.8%

Was the voter turnout rate on First Nations reserves in Canada during the 2011 federal election — compared to a still lacklustre 61 per cent rate in the country at large. Activist Deanna Carpenter got involved organizing voter registration clinics in the riding of Kenora, Ont., which is home to 40 different indigenous groups, after she discovered many people who try to register to vote online with a rural, remote or on-reserve address get an error message. Carpenter worried the Fair Elections Act, with its stricter ID requirements, might make the low-turnout problem even worse for people who don't have a driver's licence and may need time to send away for other types of ID. Along with former NDP candidate Tania Cameron, she's part of a Rock the Vote campaign — based in Kenora, but capturing attention across the country — that aims to increase turnout in aboriginal communities by 20 per cent this time around. There's a long tradition of ambivalence and even resistance to voting in Inuit, First Nations and Métis communities, where many people identify primarily as citizens of their First Nation or have lost trust in a government system they feel has failed them. Until 1960, Canada's indigenous peoples were not even allowed to vote or become citizens unless they agreed to surrender certain rights — including the right to live with their community on a reserve. SOURCE: CBC

Daycare leads to a life of crime? Not so fast

 **Tara-Michelle Ziniuk**
For Metro

Lock up your toddlers. New research will have you thinking that sending them to daycare will lead to a life of crime. At least in the case of low-cost universal daycare.

Last month, a report from the National Bureau of Economic Research made waves for linking youth crime rates with Quebec's daycare system. Currently, parents in Quebec can access daycare for \$20 per day or less — the cheapest rates in the country. The study looked at all Quebec kids and compared them to kids in other provinces. The children from Quebec had academic success, but were unsuccessful in non-cognitive areas such as health, emotional stability and, most controversially, crime.

The link seems weak at

best. As part of their federal election platform, the NDP is proposing making low-cost daycare available to families across the country, an idea that is being commended by child-care advocates and parents nationwide.

The report makes this provocative link between daycare and crime without explaining why it might exist, or making any suggestions for correcting it. Some point to the methodology as problematic: Only half of the Quebec children studied were even in the daycare program. Economist Stephen Gordon is quoted saying this makes sense as, "The families who made use of the daycare program were not randomly selected; they chose to participate."

Is this true, though? As a parent with a limited income, in Ontario, I, like many other parents in similar situations, took whichever daycare spot came through after being

on waiting lists and waiting on a daycare subsidy. Not all spaces here are subsidized, and the ones that are aren't always at top-quality centres. Are parents who need low-cost daycare in Quebec in this position, too? Were the other half of Quebec families leaving their children with a stay-at-home parent or relative, private care, nannies? The study also fails to account for the reality that Quebec's system, though low-cost, isn't ideal. The province created a system it then didn't properly resource, then, in many cases, allowed for-profit private companies to take over care.

According to the Child-care Resource and Research Unit, for-profit daycare often lacks quality. "In order to find funds to ensure profits, profit-making operations are more likely to skimp on staffing, supplies, equipment and perhaps even food," the research institute wrote in a report.

We must consider that the research showing disappointing outcomes in Quebec could reflect the impact of the quality of care on crime rates, not the availability or cost of care.

Another report, from the Human Early Learning Partnership at the University of British Columbia, says studies maligning Quebec's daycare system contradict "nearly an entire generation of robust and consistent findings that demonstrate the positive effects of quality care on young children" and that "The 'findings' of increased aggression in children could just as easily be attributed to the children who were not enrolled in a child-care program."

If we give the benefit of the doubt to this latest study, then the take-away is that quality matters.

Tara-Michele Ziniuk is a freelance writer and blogger for Today's Parent magazine.

YOUR RIDE

Don't let Old Man Winter disturb your commute too soon

Kathryn Hunt



It's definitely that time of year again. If you or your kids have been biking or walking to work or school, this is when you start thinking about putting the bikes away for the winter.

But you don't have to give up the ride just yet. And there are a lot of reasons to keep up the active commute. Kids who bike or walk to school have an easier time concentrating; adults often report arriving at work more alert and ready to start the day if they walked or biked. Why give that up just because the temperatures are going down? Riding through the fall — or even into the winter — just takes a couple of adjustments.

First and foremost, lights. The sun rises late, and sets early and contrary to what some cyclists seem to believe, reflectors don't cut it. Get a red light for the back of your bike, and a good-sized white light for the front. A number of organizations give away free lights this time of year: Ottawa



Fire Services is providing free lights and reflective arm bands for cyclists and pedestrians until Nov. 8 at selected stations. Make sure you turn your lights on at twilight: That's the time of day when visibility is most treacherous.

Next, plan for the weather. In summer, it's not such a big deal if you get caught in the rain. In fall, it can turn a nice ride into a chilly disaster. It's a good idea to invest in a rain jacket and pants and, goofy as they might look, shoe covers to keep water from running down into your footwear. Bring a pack or saddlebags and think layers: You might want that jacket in the morning, but by your ride home it could be T-shirt weather. And a plastic shopping bag inside your pack to keep your extra layers dry if it rains could save you a lot of discomfort.

Light gloves are also a good idea. Those stretchy one-size-fits-all gloves you can get in dollar and drug stores work surprisingly well right up until the snow flies. After that you might want something more substantial. Likewise, pick up a light hat that will fit under your helmet and cover your ears, and you're good to go right into the winter. And you might find that you do.

Kids who bike or walk to school have an easier time concentrating; adults often report arriving at work more alert and ready to start the day.

Kathryn Hunt @k8thek8 is a writer, editor of Centretown BUZZ, storyteller, poet, cycling blogger, rock climber, mysterious techno vixen (confirmed) and geek. Not necessarily in that order. You can read her cycling blog at theincidentalcyclist.blogspot.ca.

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Helmets reduce odds of head injuries in cyclists by 58%, new study finds



Double shift for winger author

ON THE SAME PAGE

You can't take the Leaf out of Zach Hyman's Hockey Hero kids book

Melissa Dunne
For Metro Canada

Athletes aren't exactly known for their book smarts.

And hockey players, in particular, are often depicted in books, movies and the news as mono-syllabic, black-eyed, gap-toothed goons.

Zachary Hyman slams those stereotypes up against the boards.

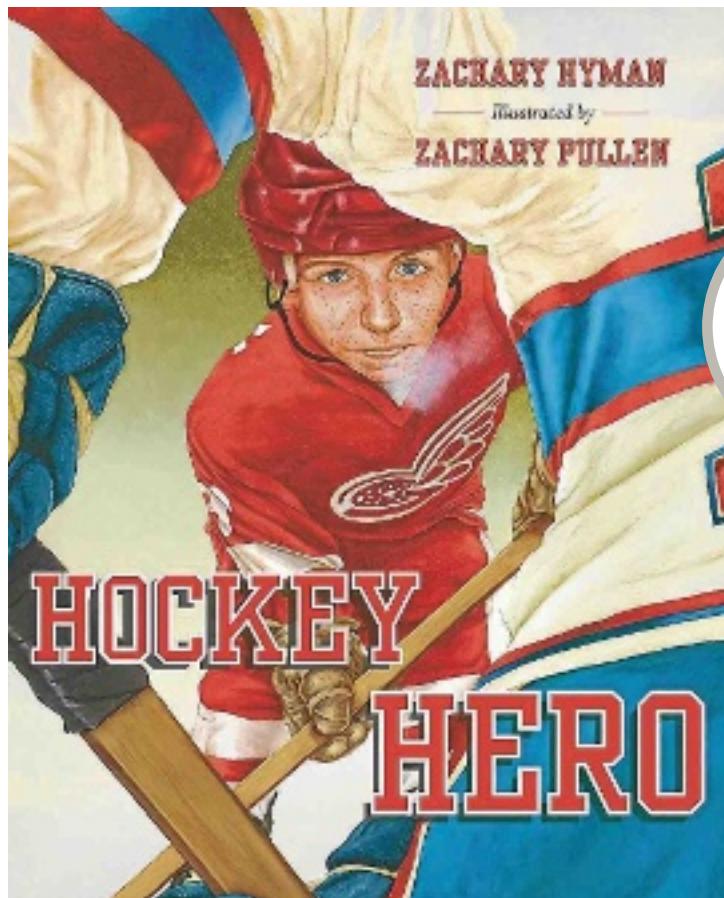
He's a hockey player in Toronto who isn't just hitting the ice with the pros this month — he's hitting the shelves with his second children's book Tuesday.

The 23-year-old was recently signed by the Toronto Maple Leafs, and he's also under contract to write two more books.

The athlete/author is confident he'll be able to stickhandle both writing and skating in the future. After all, he's found the pursuits of the body and the mind complement each other. He likes to write during his downtime as a way to relax and says the schedule of a hockey player can actually be helpful.

"In the off-season I have a lot of time on my hands," said Hyman by phone from Toronto earlier this month.

He's used that spare time off the ice very efficiently over the past few years. On top of writing



his children's books, he recently earned an honours degree in history from the University of Michigan. While still a student at Michigan he published his debut book, *The Bambino and Me*.

His second effort, *Hockey Hero*, is once again illustrated by award-winning illustrator Zachary Pullen.



The book tells the tale of how Tommy Toomay, an eight-year-old with a stutter, eventually finds his "hockey chutzpah."

Hyman certainly has no shortage of chutzpah, going after his passions at full tilt all his life. His free time over the years has been filled with the books familiar to many young men of his generation, from the Harry Potter series to the Game of Thrones books to, yes, the Canadian classic *The Hockey Sweater*.

"I've always loved reading," said the millennial. "I also enjoy writing ... it's an outlet."

While Hyman got sent down to the AHL's Marlies earlier this month, he's taking all the up and downs in stride (or should I say, glide).

Unlike some pro athletes Hyman clearly has brawn and brains. That's a combination that will surely continue to make him someone to be reckoned with on and off the ice.

I've always loved reading. I also enjoy writing ... it's an outlet.

Pro hockey player and children's book author

Zachary Hyman



WRITING FOR KIDS

Here are a few other athletes who've taken a swing at writing children's books over the years.

Derek Jeter

The retired New York Yankee now has his own publishing imprint and has already published two books aimed at middle-graders: *The Contract* and *Hit & Miss*. There are plans for many more books based on the shortstop's journey from gifted child to adult superstar.



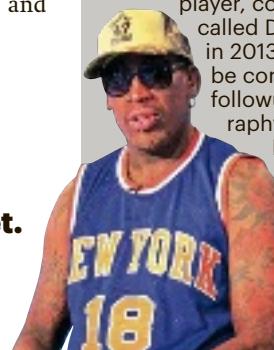
R.A. Dickey

The Toronto Blue Jays pitcher published his anti-bullying picture book, *Knuckleball Ned*, last year. The famous ballplayer is also a famous bookworm, and says Ernest Hemingway's works helped him through a tough upbringing.



Dennis Rodman

Yep, the wild former Chicago Bulls player, co-wrote a kids book called *Dennis the Wild Bull* in 2013. Parents need not be concerned, this is not a followup to his autobiography *Bad As I Wanna Be* and apparently the brightly coloured kids book is dedicated to Rodman's real-life offspring. MELISSA DUNNE/FOR METRO



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THIS WEEK: What Are Canker Sores And What Can You Do About Them?

What's in processed foods and why

INGREDIENTS

New book takes objective look at 75 food additives

**Eva
Kis**
Metro | New York

There's a lot of finger-pointing going on in the food world about the role of what we eat — specifically processed food — in modern problems from metabolic disease to depression. Steve Ettlinger doesn't take sides, but he'd appreciate it if there were a little less noise and a little more science.

"I think it's important not to freak out — as some bloggers have — that something in food also has an industrial use," he says. "It's important to turn down the chemophobia; and yet on the other hand, it's healthy to be fascinated by the fact that some of these things are made in chemical plants."



Steve Ettlinger's book *Ingredients* strips away the hype of food additives. DWIGHT ESCHLIMAN

Ecological detective

His new book, *Ingredients*, highlights 75 of the most common additives (there are thou-

sands) with periodic table-like photographs by Dwight Eschliman to explain how they were invented, where they're

made and what they do. Ettlinger describes the writing process as having to become the "determined ecological

detective" of The Omnivore's Dilemma to tell the stories of these ingredients on a high school science level. "Just as there's a terroir for Beaujolais, I wanted to see if the same was true for polysorbate 80," he says.

What Ingredients doesn't do is take sides on whether an additive is healthy or not. "An observational perspective can help educate people without conclusions and emotions," explains Eschliman.

Without the baggage of hysteria, what's left is admiration for the ingenuity of additives — and surprise at how the "natural" and "artificial" worlds can blur. Many additives are derived from sources like kelp, while products once thought of as waste now have rock star status, like whey.

Additives also evolve — partially hydrogenated vegetable oil no longer contains trans

fats — while lab-made ingredients could be doing the heavy lifting that would be much more expensive, and possibly more harmful, than their natural alternatives, like artificial sweeteners versus sugar.

'Chemophobia'

Though the book acknowledges that "everyone should know to eat mostly fruit, vegetables and whole grains," that doesn't justify knee-jerk "chemophobia" just because an ingredient sounds "chemical-y." Take, for example, dihydrogen monoxide. Sounds sinister, doesn't it? As Ingredients points out, it's in everything from paint to acid rain. It's even fatal in large enough doses, and inhaling it can kill you, too. Yet, none of us would be alive if it weren't for good old water.

The forces that decide what foods end up on shelves are both scientific and political, with a patchwork of agencies trying to keep up with the pace of innovation. If Ingredients has one call to action, it's this: Being an educated consumer is the healthiest choice you can make.

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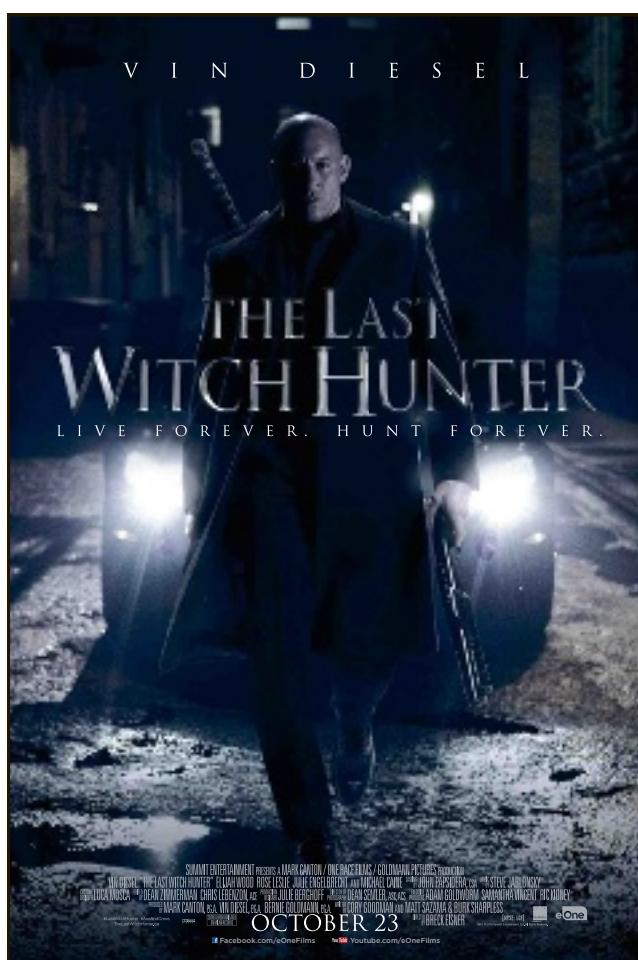
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Why elephants rarely get cancer

SCIENCE

New study says genes confer special protection

Despite their big size, elephants rarely get cancer, and scientists said last week they have discovered the secret to the creatures' special protection. It's in the genes.

Elephants have 38 additional modified copies of a gene that encodes p53, a compound that suppresses tumour formation.

Humans, on the other hand, have only two, according to the study in the Journal of the American Medical Association (JAMA).

This means that as elephants

evolved, their bodies made many extra copies of a gene that prevents tumours from forming.

Elephants have been considered an enigma for years because they have far more cells than people, which would presumably place them at higher risk of cancer over their lifespans which can last 50-70 years.

And yet, the analysis of a large database of elephant deaths showed that less than five per cent of elephants die of cancer, compared to 11 to 25 per cent in people.

"By all logical reasoning, elephants should be developing a tremendous amount of cancer, and in fact, should be extinct by now due to such a high risk for cancer," said co-senior author Joshua Schiffman, pediatric oncologist at Huntsman



The main impact of this remarkable story is to bring into focus the question of why we are so uniquely predisposed to cancer ... and what we can do to change this.

Mel Greaves, Institute of Cancer Research

Cancer Institute, University of Utah School of Medicine.

"We think that making more p53 is nature's way of keeping this species alive."

Elephants also come naturally equipped with a more aggressive internal mechanism for killing damaged cells that are at risk for becoming cancerous, researchers said.

"In isolated elephant cells, this activity is doubled compared to healthy human cells," said

the study, which was co-authored by experts from Arizona State University and the Ringling Bros. Center for Elephant Conservation.

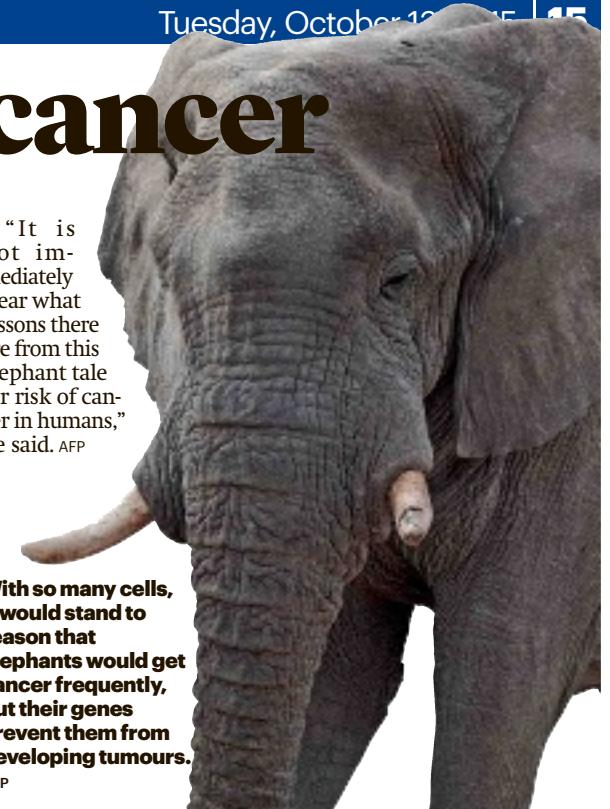
Researchers hope that their findings could one day lead to new cancer-fighting therapies in people.

But that day could be far off, according to Mel Greaves, director of the Centre for Evolution and Cancer at The Institute of Cancer Research, London.

"It is not immediately clear what lessons there are from this elephant tale for risk of cancer in humans," he said. AFP

With so many cells, it would stand to reason that elephants would get cancer frequently, but their genes prevent them from developing tumours.

AFP



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OBESITY

Bariatric surgery failure raises suicide risk: Study

Bariatric surgery is successful in significantly reducing weight for most people who undergo the procedure. But for a small proportion of patients, the operation fails to achieve hoped-for results — and that can lead to potentially dire consequences, researchers say.

A study by the Institute for Clinical Evaluative Sciences (ICES) found that in the first few years after bariatric surgery, there's an increased risk of attempted suicide in patients for whom the procedure didn't work, suggesting the need for prolonged psychological follow-up.

Researchers say the operation is an effective treatment for morbid obesity, with an estimated 60 to 80 per cent reduction in weight within the first year for many patients. The procedure is

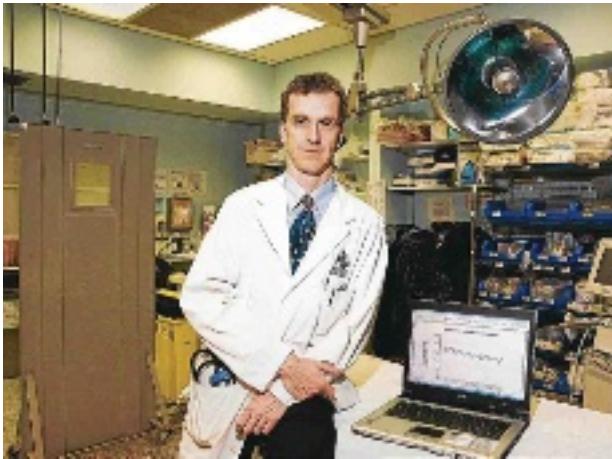
also considered safe, with death rates averaging less than one per cent.

"Bariatric surgery in many cases is an extremely successful operation," said principal researcher Dr. Donald Redelmeier, an internal medicine specialist at Sunnybrook Health Sciences Centre in Toronto. "The average patient loses a lot of weight and some patients even get their diabetes cured."

But for an estimated one to two per cent of patients, the results are disappointing,

he said. For such obese patients, that can lead to depression and despair because they lose hope of ever being able to shed their excess pounds, said Redelmeier, a senior scientist at ICES.

"They've played that card



For an estimated one to two per cent of patients, the results of bariatric surgery are disappointing, which can lead to depression and despair, says Dr. Donald Redelmeier. HANDOUT

once.... Once you go for bariatric surgery, in some cases it's the end of the line."

Redelmeier recalled one patient he saw in Sunnybrook's emergency department who

had attempted suicide with a drug overdose.

The woman had undergone bariatric surgery two years earlier, which had failed to help her lose weight.

"And she really was so depressed about it. She had just suffered at home and terminated relations with her surgeon, her family doctor and her previous psychiatrist," he said.

"She was classic for suffering in silence because of the element of shame and disappointment."

Bariatric surgery is becoming more common in Canada, according to statistics from the Canadian Institute for Health Information (CIHI). In 2013-14, hospitals performed more than 6,500 operations, up from about 1,600 in 2006-07.

Those who qualify have failed to lose weight with diet and exercise and are morbidly obese, with a body mass index of at least 40, or a BMI of 35-39 with a weight-related health condition like Type 2 diabetes, high blood pressure or severe sleep apnea. Close to 80 per cent of patients are women, and their average age is 45.

THE CANADIAN PRESS

SEX, WEIGHT

Post-sex blues not so uncommon

Being hit with a case of the post-sex blues isn't as weird as many women might think. New research is shining a light on the mystery known as post-coital dysphoria (PCD). In a recent study, 46 per cent of women surveyed had experienced PCD symptoms at some point in their lives.

METRO

Going to bed late may set stage for weight gain

It turns out that your bedtime may have something to do with weight gain. According to researchers at the University of California, Berkeley, teens and adults who stay up late have a better chance of packing on the pounds. A recent study revealed that each hour of lost sleep translates to a 2.1-point increase in BMI index. METRO

Don't loan cash to spendthrift siblings

FAMILY MATTERS

Gifts are OK, but lending will lead to resentment

Gail Vaz-Oxlade
For Metro Canada



I've noticed a phenomenon of late where the young'uns in a family who have heeded good advice are hit upon by the young'uns in a family who have not.

Having done without, made hard choices, and built up a solid financial foundation, some siblings find their less-well-off brothers and sisters become angry when they won't cough up some dough.

"C'mon," the broke siblings say, whining like seven-year-olds. "You went on vacation, you have a nice home. I have nothing. Why won't you lend me a couple hundred?"

If you've been the good kid, it seems you have two options:

1. Fork over the dough and grow silently resentful, or;
2. Refuse your sibling's pleas and be labelled selfish.

Things are even worse if you have a parent who believes that "blood is thicker than water," and that you should do whatever you can to help your poor, unfortunate sister or brother. Hey, you've been lucky — never mind that luck looked more like sweat to you.

If you've been a saver, if you've worked hard and done the things needed to build a good life while your sister or brother partied and shopped and played hooky, there may come a point where your sibling feels dumb for having wasted so much money on coffee and concert tickets.

But it may turn out that they are angry with you for what they do not have.

I'm sorry, but grasshoppers are like that. What to do, what to do?

You could offer to share your skills at money management. You could gift (if you can afford it and it doesn't mess with your plans) some money to help a sister out, as long as sister follows the new rules. You could help baby bro look at what he wants

long-term and then make a plan for getting from here to there. What you're not going to do — ever — is lend your sib money. A gift you can afford to give is fine. Lending money will only lead to further anger and resentment. And you are definitely not going to feel guilty for what you have when your silly sister or bothersome brother tries to

pull your emotional strings to get what they want.

Instead, you'll offer to teach them how to take control of their money and their lives. You're going to help them put systems — like a spending journal and a budget — in place. You're going to teach them to fish.

Don't be surprised when you get some push-back. People don't

like to face up to the messes they've created.

I saw that when I showed couples on TV what would happen if they continued their financial misbehaviour for five more years: More debt and more misery.

Your sib may need this kind of reality check to see how current behaviours will play out in

You are definitely not going to feel guilty for what you have when your silly sister or bothersome brother tries to pull your emotional strings to get what they want.



Helping a sibling in financial trouble can be tricky, says Gail Vaz-Oxlade. iSTOCK

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In today's challenging economic climate, change is constant. Businesses are forever expanding, reorganizing, and downsizing. Frequently those who experience the most change are the employees of those businesses. At times change can be good for an employee and may mean a promotion, salary increase, or more responsibility. But often it is not. As an employment lawyer, I regularly speak with employees who must deal with a demotion, pay reduction, transfer to a faraway location, or some other form of fundamental change to their job. When faced with such changes, employees often feel that they have no choice but to accept the change. That is completely wrong. An employee faced with a significant change to the terms of employment may be entitled to resign and demand their full

severance.

CONSTRUCTIVE DISMISSAL

A constructive dismissal happens when you choose not to accept a fundamental change to the terms of your employment. Frequently, individuals believe that if they make a decision to leave their employment then they are not entitled to severance or that the decision would somehow impact the amount of severance they are owed. This is incorrect. If you leave your job because the change your employer has mandated is too substantial then you have been wrongfully dismissed and are entitled to full compensation. A common example of constructive dismissal I encounter would be an employer requiring an individual to work on a different shift. Often such changes impact childcare, religious, or other important obligations. If the changes required are not possible or cause substantial hardships then the employee has been terminated and is owed severance. This is despite the fact that the employer has not formally dismissed that person. Too often I speak with individuals who have been relocated, demoted, laid off, or forced to take a pay reduction and feel that they must accept

that change required by their employer. This is completely false. You have a right to a fair and stable work environment and are not required to accept any changes which have a substantial impact on your personal or work life.

"POISONED" WORK ENVIRONMENT

In the same way you do not have to accept changes that impact your personal life, you should also not accept a requirement to remain in a workplace where you are facing discrimination or a 'poisoned' work environment. Too frequently, individuals feel trapped working alongside others who harass or otherwise make them feel uncomfortable at work. If your employer is unable to correct the situation it is your right to refuse employment. Discrimination, harassment, or loss of dignity should not be accepted in the workplace and can lead to constructive dismissal and the requirement to pay the employee compensation.

CONSTRUCTIVELY DISMISSED?

Common indicators that you have been constructively dismissed include:

- Reduction or elimination of compensation

Lior Samfiru is an employment lawyer and senior partner at Samfiru Tumarkin LLP. He is the host of the 'Employment Hour' heard Saturdays at 4:00PM on AM580 (CFRA).

such as salary, bonuses, commissions, benefits, or pension entitlements.

- You have been temporarily laid off from your current position.
- You have been transferred to another territory or geographic location.
- You have been demoted, had your responsibilities reduced, or have been placed in a substantially different position.
- You are required to work in a 'poisoned' environment.

If you are unsure whether you have to accept a change to your employment, I encourage you to contact me and have the proposed change assessed. If you are terminated for not accepting a substantial change to your employment then you have been wrongfully dismissed and are owed severance. In either case use the Severance Calculator to see how much you are owed (www.SeverancePayCalculator.com) and do not hesitate to call or e-mail me.

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metr^o SPORTS

Manny Pacquiao says his surgically repaired shoulder is 80-90 per cent healed and he expects to return to the ring in March



Jays withstand Texas heat

MLB PLAYOFFS

Toronto staves off elimination again to force Game 5 at home

After twice being on the brink of playoff extinction, the Blue Jays are now one win away from the American League Championship Series.

Backed by early Josh Donaldson, Chris Colabello and Kevin Pillar home runs, R.A. Dickey and David Price combined for 7-2-3 innings as Toronto defeated the Texas Rangers 8-4 to tie their AL Division Series at two games apiece.

The deciding Game 5 goes Wednesday at the Rogers Centre, with hope of a happy ending for Toronto's first foray into the playoffs in 22 years. The home team has yet to win in the series.

Price relieved Dickey with two outs in the fifth and the Jays leading 7-1, meaning Marcus Stroman will likely start Wednesday in what could be a rematch of Game 2 against Cole Hamels.

Price threw 50 pitches over three innings, giving up three runs on six hits with two strikeouts. Aaron Sanchez and Roberto Osuna finished it off for the Jays.

"Sometimes the best way to win games is to not let teams back into it," said Toronto manager John Gibbons when asked why he turned to Price out of the bullpen. "I told Price if we get you up (in the bullpen)



Blue Jays designated hitter Edwin Encarnacion scores under Rangers catcher Robinson Chirinos on Monday in Arlington, Texas. TONY GUTIERREZ/THE ASSOCIATED PRESS

ALDS Game 4



you're going in."

"(Brett) Cecil down, (Aaron) Loup out today, it was hard for me to do, but I thought that was the best way to win the game."

Toronto outhit Texas 12-11. It was Price's first relief outing in five years. He made five playoff relief appearances in 2008 with Tampa Bay.

The six-foot-six left-hander, the losing pitcher in Game 1, is now 2-6 all-time in the post-season. The two wins are both as a reliever and the six losses all as a starter.

After losing the first two games 5-3 and 6-4 in 14 innings in Toronto, the Jays had taken one step out of the hole they had dug themselves when they defeated Texas 5-1 Sunday on the strength of Troy Tulowitzki's three-run homer.

On Monday, they smacked the Rangers about from the get-go. Texas' ever present NeverEverQuit Twitter hashtag suddenly was the Jays' domain.

Toronto led 3-0 before Dickey set foot on the mound. It was 4-0 after two innings and 7-1 after three. Things settled down after that.

The Jays, who managed three home runs in the first three games, matched that total in two innings Monday for a franchise playoff record. It marked the first time the Blue Jays have hit three homers in a post-season game. The team had nine two-homer games.

APOLOGY

Reynolds said he meant no harm with comment

Television broadcaster Harold Reynolds apologized on Monday and said that he didn't mean to upset Canadians with a comment he made during Game 3 of the series.

After a foul ball by Blue Jays outfielder Jose Bautista in the fourth inning of Sunday's 5-1 win, the FOX commentator said "there's not a lot of people that grew up playing baseball in Canada, they're not used to catching a lot of balls in the stands ... not many people catching that one, anyway."

"Sorry Canada, whole country, if I offended you for that," Reynolds said Monday in an interview on Sportsnet during the pre-game show in Canada. "I'm well aware of the baseball players that have come out of there."

He added he was unaware of the controversy until former NL MVP Larry Walker of Maple Ridge, B.C., called him Monday morning.

Toronto led the majors with 232 homers during the regular season.

Rangers third baseman Adrian Beltre returned to the lineup after leaving Game 1 with a lower back strain and had a pair of hits. THE CANADIAN PRESS

Error extends Royals' season

Almost out of time and out of the playoffs, the Kansas City Royals realized they needed more than a big home run.

They needed a lot of hits — and maybe a little help, too.

The defending AL champions saved their season Monday. They took advantage when Astros shortstop Carlos Correa couldn't handle a deflected grounder that might have been a double-play ball, rallying for five runs in the eighth inning to beat Houston 9-6, forcing their playoff series to a decisive Game 5.

"We always feel that we're still in games, and we still have a chance," first baseman Eric Hosmer said. "That's the mentality for this whole entire team. It's never quit, and the character we showed today. That's what a championship ballclub does."

Correa homered twice, doubled, singled and drove in four runs in Game 4 of the AL Division Series. Houston took a 6-2 lead into the eighth, but a tough error charged to the 21-year-old rookie keyed the Royals' comeback to even the matchup at two games apiece.

"I missed it. That's what happened," Correa said. "I wish I was perfect. I wish I could do everything perfect, but I'm not. I'm human."

Game 5 will be back in Kansas City on Wednesday night. Johnny Cueto is set to start for the Royals against Collin McHugh. THE ASSOCIATED PRESS



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NHL
Buffalo's Lehner out with injury

Buffalo Sabres starting goalie Robin Lehner will miss between six and 10 weeks with a sprained right ankle.

Coach Dan Bylsma revealed the timetable on Sunday after Lehner underwent a series of tests. Lehner was hurt in the second period of Buffalo's season-opening 3-1 loss to Ottawa on Thursday.

He was untouched while circling his own net and before suddenly going down in his crease.

The injury means the Sabres will proceed with backup Chad Johnson and minor-league call-up Nathan Lieuwen. Johnson had 27 saves in a 4-1 loss to Tampa Bay on Saturday.

Lehner was supposed to play a key role with the new-look Sabres this season. They traded a first-round draft pick to Ottawa to acquire the 24-year-old goalie and forward David Legwand in June.

THE ASSOCIATED PRESS

Isles stay afloat in Brooklyn

NHL

Tavares leads team to first victory in its new home

Though it was only their third game of the season, the New York Islanders felt a great sense of relief on Monday.

John Tavares had a power-play goal and added two assists and the Islanders beat the Winnipeg Jets 4-2 on Monday afternoon to earn their first victory in Brooklyn.

"I think we're most excited for ourselves," said forward Ryan Strome, who opened the scoring with a power-play goal at 19:48 of the first period.

"It's great for Brooklyn and great for the fans who have been loud and supportive."

Thomas Greiss made 22 saves and the Islanders sent the Jets to their first loss in three games this season.

The home team came out with purpose after losing their opening two games of the season to the defending champion Blackhawks, one in overtime at



Islanders goaltender Thomas Greiss makes a save on the Jets' Nikolaj Ehlers in Brooklyn on Monday. BRUCE BENNETT/GETTY IMAGES

home and the other in regulation in Chicago.

"We seemed to be more in sync and we were hungry on the puck," Tavares said. "There was a lot more familiarity here and that made a big difference."

The Islanders outshot the

visitors 16-6 in the opening period and had a 20-9 shots advantage in the second. Jets goaltender Ondrej Pavelec made a number of key saves in the first as the Islanders had four power-play chances.

Strome banged in a rebound

with a man advantage with 12 seconds left in the first, giving the Brooklyn matinee crowd a chance to launch their standard "Yes! Yes! Yes!" chant.

Brock Nelson made it 2-0 on a wrist shot from the right wing at 6:46 of the second after Tavares increased the margin to 3-0 at 10:45 of the second after Pavelec stopped Marek Zidlicky's shot from the point and the rebound came to Tavares perched to the goaltender's left.

Josh Bailey added an empty-net goal with 19 seconds left after Mark Scheifele and Dustin Byfuglien scored for Winnipeg.

THE ASSOCIATED PRESS

+ MORE SCORES

Lightning 6, Bruins 3

Steven Stamkos scored his 500th career point with a tiebreaking power-play goal, and Brian Boyle scored two goals in Tampa Bay's victory.

Sabres 4, Blue Jackets 2

Rookie star Jack Eichel scored a nifty unassisted goal that stood as the game-winner and coach Dan Bylsma earned his first victory with Buffalo.

ares slid him the puck from the left side. Defenceman Johnny Boychuk also assisted on Nelson's first goal of the season.

Tavares increased the margin to 3-0 at 10:45 of the second after Pavelec stopped Marek Zidlicky's shot from the point and the rebound came to Tavares perched to the goaltender's left.

Josh Bailey added an empty-net goal with 19 seconds left after Mark Scheifele and Dustin Byfuglien scored for Winnipeg.

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RECIPE Roasted Pork Tenderloin with Sweet Potatoes and Apples



PHOTO: MAYA VISNEY

Ceri Marsh & Laura Keogh
For Metro Canada

Directions

1. Preheat the oven to 425 degrees. In a small bowl, mix 1 Tbsp Dijon, 1 Tbsp maple syrup, 1 Tbsp vinegar.

2. Assemble apples and vegetables in two rows in a roasting pan, alternating onion, sweet potato and apple. Brush marinade over everything. Roast 25 minutes.

3. Mix the rest of the Dijon, syrup, vinegar and thyme. Season pork with salt and pepper then brush marinade all over. Take roasting pan out of oven and place loin in between the two rows of fruit and veg. It's fine if they overlap. Place back in oven 20 to 25 minutes. The internal temperature of pork should be between 140 and 145 degrees.

4. Take everything out and cover with foil and let meat rest about 10 minutes before serving.

Don't bother telling people how easy this is to make! **Serves 4**

Prep time: 50 minutes

Ingredients

- 3 Tbsp Dijon mustard
- 3 Tbsp maple syrup
- 2 Tbsp apple cider vinegar
- 1 large apple, peeled, cored and chopped into 1/2 inch wedges (use a firm apple like Gala or Honey Crisp)
- 2 tsp thyme, finely chopped
- 1 smallish sweet potato, peeled and chopped into 1/2-inch discs
- 1 onion, peeled and sliced into 1/4 inch rounds
- 1.25 - 1.5 kg pork loin
- Salt and pepper

* IT'S ALL IN THE STARS by Sally Brompton

Aries March 21 - April 20
The more you try to force events in one direction the more they seem to move in the opposite. Today's new moon in your opposite sign is an invitation to go with the flow. It won't be so bad.

Taurus April 21 - May 21
There is a strong possibility that partners, friends and even work colleagues will be opposed to what you want to do today. Being the stubborn Taurus you are that will only make you more determined to do it.

Gemini May 22 - June 21
You will one day be glad that you were forced to make certain changes, and if you stop struggling and work with them today you will benefit financially and professionally.

Cancer June 22 - July 23
Keep doing what you are doing and keep believing that your input makes a difference. Remember though that a job well done is a job you should also be paid for.

Leo July 24 - Aug. 23
Make this the day you throw out all the emotional junk you have acquired over the past six months or so. If a relationship has become too stifling now is a good time to start putting some distance between you.

Virgo Aug. 24 - Sept. 23
Pace yourself sensibly and make sure you are flexible so you can deal with whatever fate chooses to throw your way. What occurs is likely to catch everyone by surprise, but you will recover faster than most.

Libra Sept. 24 - Oct. 23
Don't give up on something just because it is proving difficult. Today's new moon in your sign indicates that if you stick it out a little longer you will get the breakthrough you have been hoping for.

Scorpio Oct. 24 - Nov. 22
Don't take it to heart if certain people seem to be avoiding you. It does not mean they no longer like you. The most likely reason is that they don't want to burden you with their woes.

Sagittarius Nov. 23 - Dec. 21
What happens over the next 24 hours will take most people by surprise, but not you. You have sensed for quite some time that a big change was coming, so you will be ready for it. Help those who take it hard.

Capricorn Dec. 22 - Jan. 20
You have no time for trivial ambitions and still less time for trivial people and what happens today and tomorrow will make it clear to everyone that you are a serious player.

Aquarius Jan. 21 - Feb. 19
Yesterday's Sun-Uranus link broke up something that once seemed so solid and stable and today's new moon will show you what is going to replace it. Chances are you will be delighted with this new state of affairs.

Pisces Feb. 20 - March 20
What happens over the next few days may be unsettling but if you keep your wits about you there is no reason why you should not profit from the situation. Use your Pisces sensitivity.

FRIDAY'S ANSWERS

Your daily crossword and Sudoku answers from the play page.

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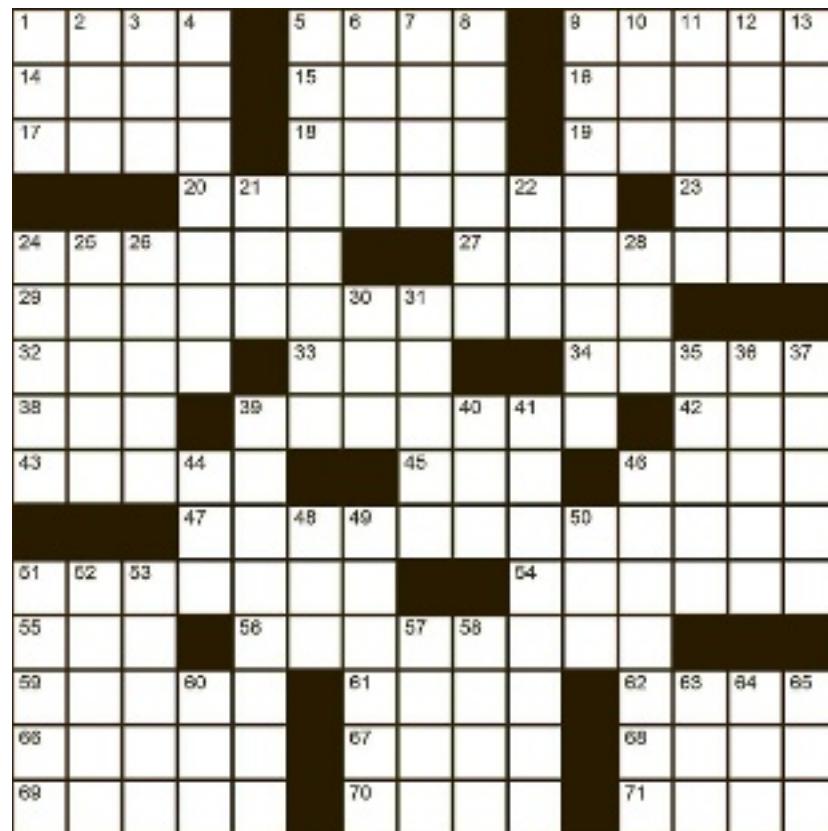


CROSSWORD Canada Across and Down

BY KELLY ANN BUCHANAN

ACROSS

1. Winnipeg hockey players
5. WWI fighter plane
9. Shocked reactions
14. Buffalo's lake
15. British band, _ Shaker
16. Enjoy the meal: 2 wds.
17. Hay bundle
18. Mr. Roddick of tennis
19. "Ta-dal!"
20. Ink-and-needle artist
23. Questionnaire query
24. Peter of "The Lion in Winter" (1968)
27. Spotted
29. First Nations celebrity chef: 2 wds.
32. Story told backwards?
33. "It's __ brainer!"
34. "No More __" by Mary J. Blige
38. Little 'little'
39. Puzzle
42. The White Stripes drummer
43. Western prop
45. Fitness system, __ Bo
46. Plant that's been on the Earth for millions and millions of years
47. Touchdown-getter's celebratory display: 3 wds.
51. Prehistoric supercontinent
54. Namesakes of TV personality Ms. Fuentes
55. Toronto museum



[acronym]
56. Can be torn, as paper
59. __ boom
61. Mountain lion
62. Canadian basketball great Steve
66. Pledge of faithfulness, in times

of yore
67. Mr. Clapton
68. "Farewell!"
69. Flip
70. Computer's resting spot
71. Thus

1. 2016 US Presidential candidate, __!
2. Pitcher's stat.
3. Blue Rodeo's " __ I Am Myself Again"
4. Make sure the task gets done: 3 wds.
5. Rideau Canal __ (Wintertime attract-

tion in Ottawa)
6. Type of football kick
7. Montreal-headquartered foot-wear retailer
8. Saturday or Sunday, to business week workers: 2 wds.

DOWN

9. Prepare: 2 wds.
10. "Fan-tastic!"
11. Montreal __ Spice (Type of seasoning)
12. Cleanse
13. Velocity
21. Municipal council member, e.g.
22. Furniture wood
24. Entertainment journalist Nancy
25. Ms. Shire of "Rocky" (1976)
26. Long circles
28. Train co. headquartered in Montreal
30. Pluralled switch position
31. 6/49 or Max
35. Last words in prayers
36. 2008 hit song for Duffy
37. Choreographer Ms. de Mille
39. The Queen's system
40. 'Paris' suffix
41. Market research information
44. Section, for short
46. Tin-glazed earthenware
48. Agnus __ (Lamb of God)
49. Handled a laser
50. NBA's Mavericks, on scoreboards
51. Histories
52. Shopping venue of ancient Greece
53. Taboos
57. Genuine
58. Quebec 'friends'
60. __ So Easy!" by The Crickets
63. Oxygen
64. Droop
65. "Yoo-__!"

CONCEPTIS SUDOKU by Dave Green

Every row, column and box contains 1-9

3	1	2	9	8
5				3
4	6	8	9	
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